

were received. At the conclusion of the hearing, I issued on the record my findings of fact and conclusions of law, which are incorporated herein by reference and attached to this Report and Recommendation as **Exhibit A**. For the detailed reasons stated on the record on June 19, 2009, I recommend that, following the time in which to file objections to this Report and Recommendation,¹ Chief Judge Legg issue a final judgment that awards the Claimants the following relief:

1. Claimant Jill Hennen Iovacchini: Back Pay² of \$75,256.00; Compensatory Damages and Punitive Damages totaling \$50,000.00; post-judgment interest from the date of final judgment;

2. Claimant Elizabeth Ford: Back Pay of \$21,966.00; Compensatory Damages and Punitive Damages totaling \$50,000.00; post-judgment interest from the date of final judgment;

3. Claimant Diana Bantom: Back Pay of \$0.00 (none was sought on her behalf); Compensatory Damages and Punitive Damages totaling \$50,000.00; post-judgment interest from the date of final judgment;

4. Claimant Lynne Geers: Back Pay of \$17,734.00; Compensatory Damages and Punitive Damages totaling \$50,000.00; post-judgment interest from the date of final judgment;

5. Claimant Melanie Sandy Goldsberry: Back Pay of \$75,042.00; Compensatory Damages and Punitive Damages totaling \$50,000.00; post-judgment interest from the date of final judgment;

6. Claimant Laura Thomas: Back Pay of \$114,737.00; Compensatory Damages and Punitive Damages totaling \$50,000.00; post-judgment interest from the date of final judgment;

¹Any objections to this Report and Recommendation must be filed within ten days after a copy of the proposed findings and recommendations is served on the party wishing to object. See 28 U.S.C. § 636(b)(1)(C) (2009); Fed. R. Civ. P. 72(b)(2); Local Rule 301.5.b.

²The amount recommended for back pay for each of the Claimants includes pre-judgment interest, as requested by the Claimants and included in the damages calculations of their expert witness, Amy McCarthy, PhD, whose report was admitted into evidence. Paper No. 165.

7. Claimant Nancy Guzman: Back Pay of \$23,591.00; Compensatory Damages and Punitive damages totaling \$50,000.00; post-judgment interest from the date of final judgment.

In addition, it is recommended that the Court grant non-monetary relief pursuant to Section 706(g)(1) of Title VII, 42 U.S.C. § 2000e-5(g)(1) (2009), as stated in the proposed order submitted by the EEOC, and attached as **Exhibit B** hereto, and incorporated herein by reference.

Finally, once the court has entered a final judgment, counsel for the Claimants may, within 30 days, submit a motion for attorneys' fees and costs, if any. **The Clerk of the Court is directed to serve each party electronically, and in addition, serve Defendant WMJ by regular mail.**

Respectfully Submitted,

_____/S/_____
Paul W. Grimm
United States Magistrate Judge